

## **Greater Access to EAPS (GATE)**

### **Brief Program Description**

The GATE program, formerly known as Rockford Enhanced EAP, was developed to show companies with existing or start-up employee assistance programs (EAPs), how to address the significant gaps in standard EAP services that fail to meet the specific needs of women and diverse racial and ethnic populations. The overall objective of the GATE program is to improve EAP access and services for all employees that result in reduced workforce problems and increased retention of valued employees by providing direct information, self-assessment, short-term counseling, and referral.

The GATE program enhanced standard services by adding materials, training, and procedures that better addressed the needs of women and racial/ethnic populations. These enhancements included diversified and specialized staff to provide expert input for development and revision of materials and improved EAP counseling; a training curriculum to better prepare all EAP counselors to provide services to a diverse population; standardized screening tools included in the EAP intake process; added outreach in the workplace; added workshops delivered at the worksite; expanded referral networks, and; contracted interpreters to assist clinicians with non-English speaking clients.

Outcomes data from the more than 100 tested worksites revealed that the GATE program increased the mean number of women and minority cases per worksite by 58%, white male cases by 45% and total EAP cases by 53%. An economic cost analysis showed the enhanced program only increased cost per employee by \$5.01 per year for full implementation.

### **Program Development Support**

The GATE program was funded by the National Institute on Alcoholism and Alcohol Abuse, U.S. Department of Health and Human Services, and supported by the Rockford EAP in Rockford, IL. Expert input was provided by Mark Kendall and the EAP counseling staff, who contributed to the development and implementation of the GATE program.

## **Contact Information**

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